

# Roxanne Paucek

roxanne\_paucek@gmail.com | 246-273-3257 x35169 | Cronintown, El Salvador | <https://linkedin.com/in/Roxanne.Paucek>

## SKILLS

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### Talent

Sourcing

### Operations

HRIS (Workday/BambooHR)

### People Practices

Employee Relations • L&D

### Compliance

Diversity & Inclusion • GDPR • Employment Law

## PROFILE

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HRM manager with a track record building high-impact solutions and improving retention.

## EMPLOYMENT HISTORY

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### HR Manager — Mosciski - Ruecker (2014-05-03 - 2016-12-28)

- Implemented a performance review program which improved engagement scores by 15 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 60 roles across EMEA/US, reducing time-to-hire by 34%.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.

### Talent Acquisition Manager — Bartell, Hettinger and Hills (2019-01-01 - 2020-06-01)

- Led recruitment for 97 roles across EMEA/US, reducing time-to-hire by 14%.
- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 12 points.

### Talent Acquisition Manager — Stoltenberg - Renner (2022-05-22 - Present)

- Led recruitment for 188 roles across EMEA/US, reducing time-to-hire by 39%.
- Implemented a performance review program which improved engagement scores by 16 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.

### People Operations Manager — Bradtke, Reilly and Nitzsche (2020-05-23 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 9 points.

### Talent Acquisition Manager — Stracke - Nitzsche (2024-04-07 - Present)

- Implemented a performance review program which improved engagement scores by 8 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 117 roles across EMEA/US, reducing time-to-hire by 32%.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.

## ACADEMIC BACKGROUND

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B.A. Business Administration, Toy, Gottlieb and Nienow University (2021)

## CERTIFICATIONS

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- CIPD Level 5/7
- PHR